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LABOUR & E.S.I. DEPARTMENT

NOTIFICATION

The 14th August 2025

S.R.O. No. 669/2025—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Award, dated the 30th June 2025 passed in the I.D. Case No. 55 of 2018 [under Section 2-A(2)] by the Presiding Officer, Labour Court, Bhubaneswar on the industrial dispute between the management of M/s Visa Steel Ltd., represented through its' Managing Director, Kalinga Nagar Industrial Complex, At/P.O. Jakhapura, Dist. Jajpur, PIN-755026 and Shri Rajeev Kumar Verma, aged about 57 years, S/o Late Nanda Kishore Verma, At Durga Bazar, P.O. Batsar, P.S. Dhoriya, Dist. Banka, Bihar, PIN-813205 is hereby published as in the schedule below :—

SCHEDULE

IN THE LABOUR COURT, BHUBANESWAR

INDUSTRIAL DISPUTE CASE NO. 55 of 2018 [under Section 2-A(2)]

Dated the 30th June 2025

Present :

Smt. Meenakshee Priyadarsinee,
Presiding Officer,
Labour Court,
Bhubaneswar.

Between :

The Management of
M/s Visa Steel Ltd.,
Represented through its'
Managing Director,
Kalinga Nagar Industrial Complex,
At/P.O. Jakhapura,
Dist. Jajpur,
PIN-755026. .. First Party—Management

And

Shri Rajeev Kumar Verma, aged about 57 years,
S/o Late Nanda Kishore Verma,
At Durga Bazar, P.O. Batsar, P.S. Dhoriya,
Dist. Banka, Bihar, PIN-813205. .. Second Party—Workman

Appearances:

Shri S. Dash, Advocate	:	For the First Party—Management
Shri S. K. Das & Associates, Advocates.	:	For the Second Party

AWARD

This is an application under Section 2-A(2) of the Industrial Disputes Act, 1947 (for short 'the Act') wherein the second party while challenging the legality and justifiability of the action of the first party management in terminating his service with effect from the 4th June 2018, has claimed for his reinstatement in service with full back wages and all other consequential service benefits.

Bereft of unnecessary details, the case of the second party as emerges from his claim statement is that the second party while working as 'Junior Officer-4' under the management his service was illegally terminated with effect from the 4th June 2018 by his authority. The second party, thereafter, raised a dispute before concerned Labour Authority, Jajpur on the 18th June 2018. As the dispute could not be resolved despite lapse of more than 45 days of filing of his complaint petition before the labour machinery, the second party preferred the present case before this Court resorting to the provisions of Section 2-A (2) of the Act.

The first party management entered into contest in the case and filed its written statement as well. At the outset it has challenged the maintainability of the application on the ground that the second party is not a workman within the meaning of Section 2 (s) of the Act. In the context, it has been clarified by the management that the second party at the time of termination was working as 'Junior Officer, Grade-4' under the management and was also getting Rs. 30,716 as gross salary per month. It is the specific case of the management that the termination of the second party was pressed into service vide letter, dated the 4th June 2018 on the allegation of commission of certain acts of misconduct. The management further submitted that while effecting the same it has followed all the procedures required under law. Besides that, the second party was paid a sum of Rs. 73,424 towards his full and final settlement on the 5th June 2018. The management, in the circumstances, has prayed for the dismissal of the claim of the second party.

A perusal of the case record would show that when the case record was posted specifically for examination/ cross-examination of M.W. No. 5 both the parties filed a joint petition along with memorandum of settlement drawn up in Form "K" and submitted that they have settled the dispute out of the Court and have prayed to pass an Award pursuant to such settlement.

The contents of the Form-K as well as the terms and conditions of the settlement are read over and explained to both the parties in the open Court and they admitted the same to be correct and agreed for settlement of the dispute as per the terms and conditions set out in Form-K. Having regard to such settlement between the parties, their consent on the terms and conditions of the

said settlement and the fact that the settlement has been arrived at voluntarily without any coercion and influence, I am inclined to pass an Award as per the terms of the settlement and accordingly, the settlement drawn-up in Form-K between the parties shall form part of this Award.

The application is disposed of accordingly.

Dicated and corrected by me.

MEENAKSHEE PRIYADARSINEE
30-06-2025
Presiding Officer
Labour Court, Bhubaneswar

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30-06-2025
Presiding Officer
Labour Court, Bhubaneswar

[No. 7376—LESI-IR-ID-0054/2025-LESI]
By order of the Governor
MADHUMITA NAYAK
Special Secretary to Government

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